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social ills are frequently so closely knit together that both medical and social treatment are essential to the cure of those ills. Back of such treatment there must be correct social as well as correct medical diagnosis.

This is the platform on which Dr. Cabot bases his analysis of the social worker's task as a social diagnostician or a social therapist. Her rôle is that of an assistant to the physician. Through her he extends the range of his observations into the environment of his patient; likewise through her his treatment reaches more of the causes of the patient's malady.

Dr. Cabot's discussion of the equipment of the medical social worker is a timely contribution to a better understanding of a vexed question. Medical social service has reached that stage in its development at which it needs not only a clear formulation of its scope and function but the realization as well that it is or must be a profession with a task distinct, calling for adequate and specialized professional training, and not an occupation open to any person possessed alone of normal intelligence and a desire to serve, valuable as those qualifications may be.

One point made by Dr. Cabot in his discussion of history-taking is so essential for successful social work and is so frequently lost sight of by social workers that it seems worthy of special comment. He says that there are two ways of looking at the misfortunes of an individual. One is the right point of view, the "historic"; the other is the wrong way, the "catastrophic" or accidental point of view. If the social worker is to make a correct social diagnosis she must view the maladjustments she is studying not as isolated conditions or events but rather as having causes and consequences. In like manner, social treatment worth the while must be curative and corrective rather than palliative. That this is almost always contrary to the beliefs and wishes of the patient makes the social worker's task that much the harder and her success that much the better earned.

JOHN E. RANSOM

CHICAGO

The Disabled Soldier. By DOUGLAS C. MCMURTRIE with an Introduction by JEREMIAH MILBANK. New York: Macmillan, 1919. Pp. xiv+232. \$2.00.

One of the commonplaces of the Great War is the fact that it has had useful by-products. Of these not the least is the fairly general recognition of certain needs and certain principles long known to the intelligent social worker. The War Department spent much time, energy, and

money on recreation for soldiers. The social worker has long wondered why these same men, when civilians in the insanitary barracks of an industrial city, or, worse, of an industrial town, should have received no attention at this point. The social problem of venereal diseases is not exactly a new one. It required the war to make it a live issue with those not classed as mere "uplifters." This book, from the pen of one who for years has striven for a sound, sensible, and thoroughly human program for the disabled man, illustrates this point. We have here an ages-old story. Told this time of a class that has and deserves to have in a pre-eminent degree the attention of the general public, it serves as a text for a sermon of reproach to that public, callous to the needs of a peace-time group which like the poor we have had with us always. Wisely the author refrains from the explicit sermon. It is implicit in every paragraph.

There have been 250,000 men physically injured as a result of military operations in the American army. Of these 30,000 to 50,000 will need some vocational training, that is, one in 133 to 180 of the total of 4,000,000 men in the army. In the city of Cleveland there were discovered by the Cripple Survey made there in 1916 something like 4,200 persons in a population of about 800,000; or one in every 200 of the whole population. If Cleveland were to receive its share of men disabled by war on the basis of 35,000 men in service they would number about 450 in all. The blind in Cleveland number about 500. The totally blind from battle while with the American Expeditionary Forces number altogether 120. That illustrates the relative degree of the war problems of physical injury as compared with those of our peace-time existence.

The first chapter contains a sympathetic summary of the history of the treatment of cripples (especially the soldier-crippled) beginning with the animal horde, through primitive, classical, medieval, and modern times. The second chapter introduces us to the early phases of the situation presented by the hostilities of 1914, and the beginning of treatment in the European belligerent countries. Then in succession are treated the hospital phases of reconstruction, with the recognition of the therapeutic value for the injured man's arm or leg—and more for his mind—of useful labor. Play, too, is given its place as a factor. Fundamental is the conception that reconstruction is a state of mind. This idea runs throughout the entire book. The methods of training outside the hospital, the various problems presented to the disabled man who is at last at work in the competitive world of labor, are presented in succession. The author vigorously decries that patronizing, begging

attitude of giving a man a job merely because he is a cripple—a sort of modified alms flung at him by the stupidly sympathetic.

There are separate chapters for each of the principal classes of disabled men—the crippled, the blind, the deaf, the tubercular, the mental cases; and chapters on the work of the European combatant nations, Allied and enemy, as well as one on the plans of the United States for this group—fortunately small in comparison with those of the more veteran nations.

The disabled man, to a reader of this book, becomes an epitome of the whole group of problems that require what is called “case work.” Demanded are, for his proper treatment, a careful study of his needs, of his abilities, of the educational and industrial resources of the community; and most of all, intelligent, sympathetic, firm assistance.

An outstanding merit of the book is its colloquial style. A subject on which the general public needs infinite enlightenment is not buried beneath a mass of technical terminology that requires the expert to understand it. Instead it is a book which the uninitiated can read and will. It is enriched by a large number of effective illustrations, mostly photographs showing the achievements of the disabled soldier of the European armies.

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Management and Men: A Record of New Steps in Industrial Relations. By MEYER BLOOMFIELD. New York: Century Co., 1919. Pp. x+591. \$3.50.

This volume is a valuable addition to the literature of industrial relations in that it voices the newer, more progressive point of view in the matter of personnel administration. The work carries particular weight in that it is an exposition of actual British experience. The author gives a careful discussion of the changes in industrial relations which resulted from the increased demands made by the war upon the productive forces; the mutually sympathetic and co-operative spirit engendered between employers and employees through the union of their efforts in a common purpose; the resultant recognition on the part of employers of both the justice and the practicability of the demands of the employees for a share in the management of industry; and the practical policies and methods, instituted in accordance with these viewpoints, for the reconstruction of British industry. He shows by